

Introduction

Health Surveillance is a programme of repeated health checks. The assessments are used to help identify where work might have a negative impact on an employee's health.

The law requires that checks are undertaken when workers are exposed to certain risks as part of their job, even when those risks have been mitigated by PPE or other controls.

Your employer will assess your exposure. If they identify that aspects of your work may cause health problems, you will be enrolled into a Health Surveillance Programme, usually delivered by an outside provider.

What is the purpose of Health Surveillance?

The main objectives of Health Surveillance are:

1. To protect the health of employees by detecting ill-health effects as early as possible.
2. To support timely intervention where health issues have been identified.
3. To assess the effectiveness of your employer's Risk Control Measures.

Why have I been chosen?

Your employer has identified that you may be exposed to workplace risks that might include dangerous chemicals, noise or vibration.

What will the assessment(s) involve?

All assessments include a medical questionnaire. Some may also include measurement components such as hearing or breathing tests. Others may require a visual inspection (of skin for example).

Occasionally, a biological sample might also be required (usually urine but it could also be blood).

At the end of most assessments, a fitness decision is made. This decision will be based on the information that has been collected during the assessment. Sometimes, a practitioner may require additional information and refer you to your GP or another health care professional for further assessments or tests. In these cases, a decision will probably be delayed.

Who gets to see the results?

Outcomes, including fitness status and advice on any adjustments will usually be shared with your employer to help them keep you safe. This might be in the form of a Fitness Certificate, as part of a multi employee report or sometimes, as a more in-depth individual report. Where this information is in the form of a report, you will have the chance to review it first, if you wish, and suggest factual changes.

Your employer will not have access to any in-depth, personal medical information. This will be stored securely by your OH provider. Suggested adjustments may be conveyed to your employer in writing, or by means of a case review (with your permission).

Do I have to take part in Health Surveillance?

Yes. Health & Safety law requires that you comply with any Health Surveillance that your employer believes is required to keep you safe. You cannot sign a disclaimer or other document to absolve you of this responsibility.

Remember – Health Surveillance is designed to identify work related illness at an early stage, often before you suffer symptoms. It protects both the employer and employee. It makes sense to take part in any type of health screening that might be offered.

How often will I need to be seen?

Most Health Surveillance is repeated annually if no issues have been identified. Sometime more frequent review is required if the risk is great or if an issue was identified during the assessment. You will usually be informed by your employer when you need to be seen again, but the review date might change after considering the results of any referral or investigation.

A note on consent

Whilst you are obliged to comply with Health Surveillance, you must give your consent for it to take place. If you refuse, then the appointment will be terminated, and your employer informed. You may withdraw your consent at any time during the process. If consent is withdrawn, your practitioner will assign you an undetermined fitness status which will remain in place until the process is completed. Your employer may need to move you to a different area if we cannot confirm your fitness. If there is no alternate work available, employment may be terminated.

A copy of this leaflet may be downloaded from:

<https://mohs.co.uk/resources/>

Issued Sep 24 (23.18)

22.18

Health Surveillance – A guide for workers



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